



New Members Roundtable Student Chapter Toolkit

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Abstract

The 2018 Emerging Leaders Team H (Adam Chang, Jewel Davis, Mea Warren, Elspeth Olson, Samantha Quiñon, and Philip Carter) worked with the New Members Round Table to create virtual toolkits usable by ALA student chapters and new professionals to aid in professional development and navigating some of the challenges of early library careers and professional engagement. Use the resources below to learn more about ALA, overcoming new librarian challenges, and professional networking.

Chang, A., **Davis, J.**, Warren, M., Olson, E., Quinon, S., & Carter, P. (2018). New Members Roundtable Student Chapter Toolkit. *NMRT Notes: Blog of the New Members Round Table of ALA*. This work is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License. Publisher version of record available at: <https://www.nmrt.ala.org/notes/student-chapter-toolkit/>

Quantify Your Worth to Make More Money

Step 1 Negotiate Before You're Hired



- You'll probably be so grateful to get your first job offer that you'll take whatever salary you're offered. DON'T!
- Most people are hired on a pay scale or within a pay range or salary grade. See Step 2, to learn how to determine yours.
- Most employers will make you an offer at the bottom of your position's pay range. You may think you deserve that amount of money because you lack experience, but it never hurts to ask for more. In fact, it's often expected that you will.
- Negotiate even if you are happy with the offer or it's what you expected. It's not greedy. Again, it's expected.
- There are a lot of ways to ask for more and ways to justify it, but a simple line to start with is: "I am very interested in the position, but I was expecting a higher salary. Would you be willing to consider \$[amount] more per year?"
- You can add why you think you should make more, like paraprofessional or related experience, cost of living, the number of years you are looking to put in, etc., but it's not necessary. Keep it as simple as possible.

Step 2 Know Your Worth



- Determine the pay range for your position. Government Jobs and State Universities make employee salaries available by law, as they are accountable to taxpayers, but you still might have to do a little digging to find them. Many other employers list the pay range and have a table somewhere on their website that lists the salary range for each pay grade. This true for a lot of private colleges and universities. Corporate and special libraries and archives often do not.
- If you can't locate anything official or want to determine if you are being compensated fairly, there are tools like Glassdoor.com and ALA Resources to help you.
- The best resource for assessing your pay is people in your professional network and mentors. Talking about salary and compensation can be uncomfortable, but there are ways to discuss it abstractly and generally that aren't intrusive, and you only stand to gain, especially since you're probably underpaid.

Step 3 Know Your Benchmarks



- Success means different things to different people and to different organizations. It's hard to be successful, if you don't know what constitutes success.
- Know your organization's goals and priorities. Some organizations will have a strategic plan, if so, read that. In any case, always ask your supervisor, as their perspective on this factors into how you are assessed.
- Be clear on how your job performance is measured and assessed. Regular (usually annual or quarterly) performance reviews/performance evaluations will provide you with specific goals, objectives, and benchmarks to ensure you stay on track.
- Even if you don't have a formal, regular review, you should ask your supervisor what they value in a direct report and what they envision for you and your position at your company.
- Knowing what is expected of you and what your boss's hopes for you are will help guide your professional efforts toward accomplishments that your company values.

Step 4 Track & Save Everything



- Just because your employer is measuring (or not measuring) your performance doesn't mean you can't track and record other aspects of your job performance for yourself. In fact, you should.
- Tracking and saving reduces your liability if your job performance is ever called into question, and it allow you to communicate your value (and increase in value) to your company, thereby justifying how much you are paid.
- Track anything measurable, including outreach efforts and time working outside the office.
- If you work on digital projects, take before, after, and progress screenshots. Save and collect thank you notes/e-mails.
- Solicit and organize feedback from the community you serve-- assessments, surveys, user testing, etc. Everyone appreciates someone who is trying to improve and feedback helps you improve and helps show improvement.
- Think of it like creating a portfolio of your work and impact on the community.
- If you supervise anyone, like student workers or volunteers, make sure to concrete examples of how you supported their work.
- Track all professional development efforts-- what you're doing/did, what you gained, and examples of ways you lead or things you did with new skills you gained.
- Develop a workflow for tracking things as they happen or you are likely to forget and it's more work.
- There are many tools for tracking work and building digital portfolios, including Trello, KanbanFlow (with tools to show how you spent your time), Monday.com, Airtable, GitHub, Slack, Carbonmade, Coroflot, Wix, Tableau, Excel, etc.
- Most of these tools and products have free versions and premium/paid versions, and some have education pricing as well.
- When choosing programs, tools, and platforms for tracking, also consider what analysis and reporting tools there are.

Step 5 Analyze the Data & Make it Pretty



- Many of the same tools for tracking mentioned in Step 4, also have reporting and data visualization capabilities that can help you filter, compare, and analyze the performance metrics you're tracking.
- Make your data visual. Progress, comparisons, percentages, charts, and graphs are all effective.
- If your library makes its data and analytics open, try finding or determining averages for your department and comparing your own averages against your department's averages or showing how your work boosted your department's numbers.
- If you've been working at your place of employment for more than a year, show your progress and improvement from year to year. There's nothing like besting yourself!

Step 6 Report It!



- Summarize your analysis. Paragraphs are good and bullet points are better.
- Make sure all your documentation is in one place and easy to access. A single portfolio, slideshow, or report is better than 20 e-mail attachments.
- Proofread it all.
- Show your supervisor. You can do this in person or send your materials in advance, but either way, you should discuss it in person.
- If you're using your data to ask for a raise or additional benefits, don't spring the conversation on your boss without warning. Make an appointment and be clear about why.
- You don't have to show all your data and analysis if you collected it under your own initiative.
- Curate to prove your point. What you do show should be narrative and sequenced to support the narrative and analysis you present to your boss.

New Professionals

Mentorship

A mentor is someone with experience, that has walked the career path you are striving toward, and shares your values.



How Does Mentorship Work?

- A joint effort
- Not one size fits all model
- Partnership - honest communication



Where to Find a Mentor?

- Formalized programs (state level)
- Committees
- Presentations
- Conferences
- Networking Events
- Referral from coworkers

Seeking a mentor outside of your library can help expand your network and allow you to speak more freely



Burnout

Burnout is defined as exhaustion of physical or emotional strength or motivation, usually as a result of prolonged stress or frustration. Everyone can be affected by burnout at some stage in their career.



Saying No

- Find a balance
- Understand time capacity
- Be aware of deadlines and project times



Taking Breaks

- Keep an organized list of tasks
- Vary your work when possible
- Get away from your desk for a few minutes
- Disconnect from email, social media, and screens



Renegotiate Responsibilities

- Good communication is Key
- Talk with your supervisor
- Your supervisor wants a productive employee
- Prioritize tasks



A GUIDE TO NETWORKING

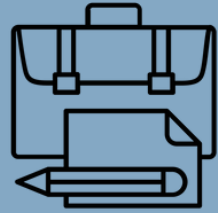
BUILDING A SUPPORT SYSTEM FOR



**mentoring and
advice**



**gaining new career
opportunities**

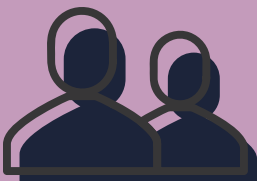


**developing
professionally**



Networking can happen anywhere at any time

Be open to talking to people, sharing your story, and sharing what you do.



Build relationships with your classmates and professors

These connections can lay the foundation for establishing your initial network.



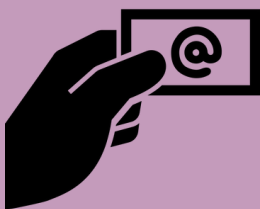
Join your association's student chapter

Get to know the officers and members and volunteer to help on a committee that interests you.



Get involved in campus clubs and events

If you are uncomfortable in social settings, volunteer for a task. Having a task can help alleviate feelings of discomfort.



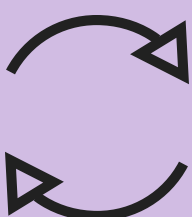
Create a business card with contact info and social media networks

Exchange contact information with people you meet and follow-up after the meeting.



View networking as a learning experience

The more you network, the better you will be at it.



Benefits from networking can take time

Focus on expanding your circle by making the initial connection.

THE IMPORTANCE OF AN ELEVATOR SPEECH

...WHAT IS THAT?

An elevator speech is a brief overview of who you are, what you do, and what you want to do.

A well-crafted elevator speech helps you to network and make connections for potential jobs or opportunities.

Talk to people. Be genuine. Share your story. Share what you can and want to do.



CRAFTING YOUR SPEECH

WHAT TO INCLUDE:

1. **The basics.** Who you are, your education, and your area of interest
2. **What's next?** What do you see yourself doing in the future?
3. **Experience.** What have you done or are doing to reach your goals?
4. **Making the connection.** What can you offer to benefit the organization?

TEMPLATE

Hello, I am _____. I am a student at _____. I am interested in _____
 (your name) (your school) (library type)
 because I have a _____ for _____.
 (passion/drive/devotion) (describe your specific interest)
 My goal is to _____ and _____.
 (describe what you want to do) (describe how are you are working to reach your goal)



TIPS

1. Be prepared and concise.
2. Be clear about who you are and what you're looking for.
3. Practice your speech to help make it sound natural.
4. Tailor your speech to your personality. Be authentic.
5. Don't be afraid to change your speech based on your audience.
6. Your elevator speech can be an entry into a conversation.
7. End your speech with a question about the person or organization.

Mentorship

One of the best things a new librarian can do is to actively seek a mentor. Having someone with real library experience in your corner while you try to navigate your library journey is not essential, but it is extremely beneficial.

A mentor is someone with experience, that has walked the career path you are striving toward, and shares your values. In the small world of libraries, you will encounter many people that can serve as a mentors.

How Does Mentorship Work?

Mentorship only works if you put in effort. It requires an active investment of your time in the process and is not a one size fits all arrangement. It should be loose and work for you and your mentor. There is no standardized plan for mentorship success. It can happen over face-to-face meetings, phone calls, e-mails, and conference shadowing.

As a mentee you'll gain valuable knowledge and insight and have an unbiased party to bounce ideas off of and provide insight. The feedback you receive may challenge your viewpoint and you may not agree with it; your mentor will push and challenge you to learn more about the big picture.

From the partnership, a mentor can gain a new perspective and can reflect on how they are viewed as a leader. Many mentors have spent years working in libraries and have risen to high level positions. Mentorship allows mentors to see what it is like for a new librarian in an organization and how this experience has shifted from when they entered the career.

Where to Find a Mentor

Having the courage to ask for help and mentorship is daunting at any stage in your career, but can be particularly challenging when you are first starting out. Finding a mentor doesn't have to be a formal search, it can happen through chance or over many conversations at work. Most librarians, regardless of position, are happy to help. It is in our nature as library professionals to want to help. When a fellow librarian asks for help - whether it be about a job promotion, becoming involved with a committee, or thinking about making a career change - librarians are quick to provide information and their unique perspectives. Another helpful way to find a mentor is to get involved with your state library organization or the larger ALA organization. Hundreds and thousands of people attend these conferences every year and many present on topics they are passionate about. You may attend a conference session and find the presenter has a focus on topics you care about, or perhaps you could strike up a conversation with the person next to you because they have the job you've always wanted.

Many state library associations are pushing the value of mentorship by calling for volunteers to take part in formal mentorship programs. Finding a mentor this way is as simple as showing interest and submitting an application to be mentored. Many libraries with vast library experience simply want to help the next generation of librarian succeed and share their knowledge.

It is worth noting that it may be more helpful to seek a mentor outside of your library organization. While you may find very helpful coworkers and have a much easier time accessing employees within your organization, you may receive more honest feedback and an unbiased opinion from someone outside of your organization. In addition, you may feel more comfortable speaking freely about challenges that you encounter in your career.

Gain Skills to Pay the Bills

Professional Development in Your First LIS Job

Cultivate Your Community

Join Professional Associations

- Professional associations like ALA have smaller communities within them called Round Tables, Committees, and Sections.
- Most national professional associations usually also have regional and state chapters.
- These small parts of a large whole allow you to feel connected, network, and grow your skills.
- Professional associations and their different branches have many opportunities for professional development, including classes, webinars, listervs, Twitter chats, and many opportunities to lead, learn, and volunteer.
- Not sure where to start? ALA's [New Member Round Table \(NMRT\)](#) has you covered! Join when you join ALA.

Get Mentors

- Mentorship happens two ways: formally and informally.
- **Informally:** You may have mentors who don't even know they are your mentors. Grow your relationships with these people by e-mailing or meeting to check-in, ask for advice, or vent.
- **Formally:** Many ALA Round Tables have mentoring programs-- [including the New Members Round Table \(NMRT\)](#)-- where a mentee get paired with a mentor. Calls for participation are usually announced over the NMRT listserv and on Twitter. The same is true for other ALA Round Tables and committees, like YALSA, ALASC, ACRL's Instruction Section, etc. You have to be a member of the Round Table or Section to become a mentee.
- Mentors help you develop into the professional you want to become!

Go to Meetings and Conferences

- While most professional associations, like ALA, require you to pay dues, anyone can go to their meetings and conferences.
- Meetings and conferences usually cost money on top of dues but those fees are reduced for members.
- Local meetings and conferences are a great way to “test drive” a professional organization without joining. You pay more than members to attend, but usually not much more, and you can network and check out ways to get involved.

Leverage Your Consortium

- Many consortiums offer professional development, like communities of interest, webinars, and guest speakers.
- At the very least, it holds meetings for member libraries.
- See how you can get involved with your consortium to develop professionally. Start by asking your boss or visiting your consortium's website.

Get Funding

Ask Your Employer

- Ask about this before you accept a job offer. That lets your employer know you have a growth mindset, and also tells you whether or not your employer values and supports professional development.
- If you're already in a job, find out how professional development funds are disbursed and distributed. For example, you might be able to get some from your library and its parent institution like a university or town.
- If you can't get a raise, see if you can get more professional development money. It's considered a negotiable benefit.

Apply for Scholarships and Awards

- One benefit of joining NMRT and other Round Tables is that members are eligible for scholarships, awards, and grants toward attending meetings and professional development expenses.
- Two awards all NMRT members are encouraged to apply for are the [NMRT Annual Conference Professional Development Attendance Award](#) and [The Shirley Olofsen Memorial Award](#).
- Other Round Tables, Sections, and Committees have similar awards and scholarships for professional development. For some you, don't have to be a member. NMRT tweets and sends out listserv e-mails about many good funding opportunities, including its own.
- **Always apply! People think they don't have a chance, but there's competition than you think.**

Stay Informed & Learn

Join Listservs

- The term "LISTSERV" refers to the specific computer software developed to help create and manage mailing lists. The way a mailing list works is simple: a user sends an e-mail to the mailing list address, and the listserv distributes the message to everyone who is subscribed to the mailing list.
- Many ALA groups, professional associations, and LIS communities have LISTSERVS. You don't have to be a member to get the e-mail and it's easy to subscribe and unsubscribe. They are a great way to stay informed and provide a "hive mind" for solving problems.
- The [iSchool at Illinois](#) and [Loyola University](#) maintain two of the most comprehensive lists of popular LIS LISTSERVs. Check them out and join a few!

Take Classes

- Your state's library association, Library Juice Academy, Amigos Library Services, ASIS&T, The Library Collective, and many ALA sections like RUSA (Reference & User Services Association), and many others offer asynchronous classes online in an LMS environment.
- Members usually get a discount but enrollment is open to all.
- Listservs and social media will post about classes and enrollment.
- These classes are great if you want to **gain new skills and get hands-on**, assignment or project-based experience.
- **Sometimes you get hired and don't have all the skills in the job description** or are expected to gain more--- these are great for that!

Watch Webinars

- Webinars are frequently free and almost always recorded.
- They are advertised on LISTSERVs, social media, and in newsletters.
- Most employers are supportive of you watching while at work, because webinars almost always take place during business hours (i.e. M-F, 9-5)

Follow Social Media Accounts & Hashtags

- The most popular and informative social media platform for LIS professionals is Twitter. It's probably the fastest way to stay up-to-date on news and LIS scholarship.
- Follow prominent people in the field, as well as professional organizations and their sections and chapters, including ALA and NMRT.
- Not sure who to follow? See who your colleagues, mentors, and people you respect follow.
- Discover hashtags that are meaningful to you (e.g. #critlib, #OA, #libraryjobs, etc.). Twitter is Facebook also has a few groups.

Read the Professional Literature

- You may not have access to databases full of LIS journals, but there are ways to stay on top of the latest professional literature and access it.
- Many authors tweet open access (OA) copies of their articles or chapters.
- Some professional associations and groups, like NMRT, come with access to a peer-reviewed journal ([EndNotes](#)). *EndNotes* is a great way to get published if you're new to LIS.
- Some journals are completely open access, like [In the Library with the Lead Pipe](#) and [Evidence Based Library and Information Practice Journal](#). Discover more [here](#).
- Blogs, newsletters, and magazines are professional literature too! It's not just peer-reviewed.

Participate

Volunteer to Serve or Lead

- It's easy to volunteer to lead or serve at any level. It looks great on your résumé and you gain many valuable skills and experiences by working with your LIS colleagues on completing projects and meetings goals.
- Start by filling out this form to serve on an NMRT committee:

<http://www.ala.org/rt/nmrt/nmrt-committee-volunteer-form>

Join the Conversation

- Don't sit back just because you're new to LIS! Ask questions, respond to others, share your experience. Everyone was new once and you're part of a supportive, understanding, helpful community.
- So ... Tweet it, send it, e-mail it, ask it, reply, respond, participate, join!
- Don't overthink it. Getting started is the hardest part.

Advice

to Those in Their First LIS Job
from ALA's 2018 Class of Emerging Leaders

Joi Jackson-- Try new things, move beyond your comfort zone but don't be afraid to say no. Work-life balance is so important.

Elsbeth Olsen-- Don't be afraid to admit it when you don't know something, or when something doesn't make sense. It's better to get a little extra training than to do work incorrectly, and if something is confusing you about instructions or in a meeting, odds are someone else is confused, too. There is strength in speaking up and saying you don't "get it."

Jacqueline Quinn-- Keep a journal of your experiences, even if it's a few sentences in each entry. Often, the realities can be very different from the anticipation during our MLIS programs. Having notes about impressions and early experiences can be a useful tool to have in future goal setting and reflection.

Joanna Cham-- Take the time to cultivate your community of peers, allies, and mentors. This is one of the best parts of librarianship and archives, growing with and learning from each other in your trusted spaces.

Kenya Flash-- Seek out committees, interest groups, task forces that have prominence in your field. Volunteer, find ways to engage, and learn from other's successes to build yours. Specifically, use your professional listserv to network, to ask questions, to note important conversations in your area of study, so that you can be as informed as possible.

Hailley Fargo-- See if you either be assigned a new project, or join a team of folks working on a current project. Having a project (with deadlines, deliverables, expectations, etc.) can be a really great way to start meeting your colleagues, learn the ways and policies of your institution, and have something tangible to showcase your talents/skills/strengths.

Mae Warren-- Find the people you can count on to help you through at all levels: peer mentors who are experiencing what you are, people who you aspire to be in the future, and maybe even people behind you to pass your wisdom down. They don't have to be at your institution, and they can help you navigate library world as a whole outside of your local bubble. You will have many questions along the way and often want to vent, having those people in place will help!

Jewel Davis-- Find an organization and task management system that works for you. Stick with it until it doesn't work any longer. Modify the system as you grow in your position.

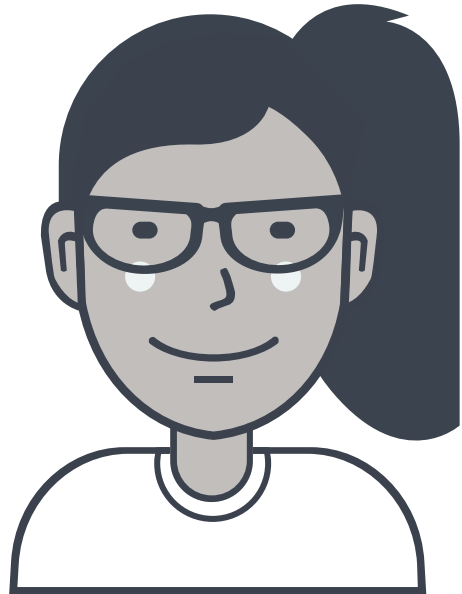
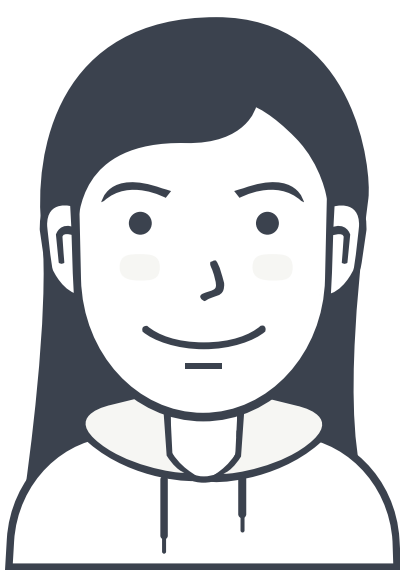
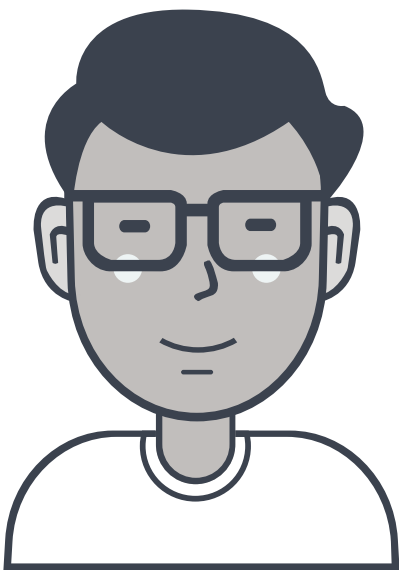
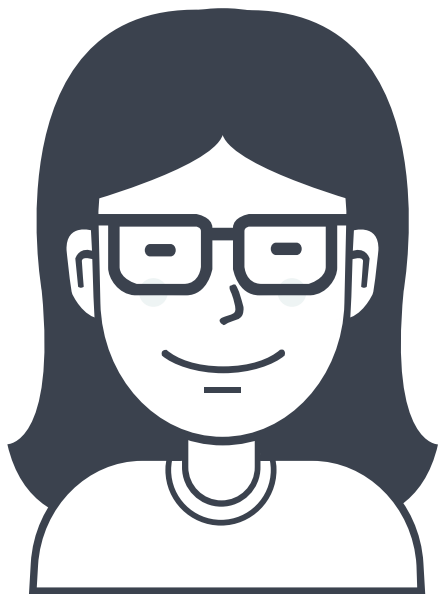
Samantha Quiñon Snair-- Be deliberate and conscientious about how you stay informed. With listservs, Twitter, newsletters, blogs, etc., it's easy to get overwhelmed and fall into an all-or-nothing mentality. You can't read, follow, and know all the things; no one can and no one expects you to. Choose a few ways to stay up to date and make it part of your daily routine, and if you fall out of that routine occasionally, that's perfectly normal.

Philip Carter-- We work in a service field because we love to help people. Service is at the heart of who we are and what we do but it's important to know how to draw a line somewhere. There's significant opportunity to burnout in librarianship and knowing where your line for involvement is before burnout doesn't come easy. Pay attention to your mental and emotional fatigue and learn that it is perfectly acceptable to not serve on every possible committee, project, and service team available. It's also acceptable to observe hard working hours and e-mail/work call free time blocks for yourself. You are entitled to time away from your job to just be you.

Aisha Conner-Gatenr--I wrote a blog post about being a new manager a while ago: <http://inalj.com/?p=99775>

As for being a new librarian overall:

- Establish your inner circle. that means LIS folks who you trust implicitly for different reasons so you can get (and give) emotional and professional support. Along that same line...
- Keep your business your business (if you want). Not every colleagues is an ally and folks will gossip. If you don't trust your coworkers, that's okay. You don't have to be everyone's buddy. But be ready to collaborate and do good work for your users anyway.
- be okay with saying no. Sometimes you get excited and say yes too often and do not consider the emotional and mental labor projects entail. be realistic about what you can accomplish. I like to think of this as doing 3 things really well rather than doing 10 things poorly.
- Own up to your mistakes. This is for every LIS person but new people especially. We mess up a lot and luckily no one will die from it! If you make an error, say you did so and try to make things right. Sometimes that is just an apology.
- Know and decide when to push back. Sometimes folks you work with will say and do not so great things (microaggressions, anyone?). I am 100% all about letting folks know when they are being problematic but there is a time and a place for such things. Know when to make a comment about something publicly and when to wait for some one-on-one time.
- Apply for all the monies. Imposter syndrome is so real. We all think we aren't doing enough to be a great LIS person but we are actually doing pretty well. If you want to go to a conference and there's an award to help, apply. The worst thing that can happen is a "no" and you are right back where you started.



Which ALA Division Are You?

https://www.buzzfeed.com/nmrt/which-ala-division-are-you-3fke1?utm_term=.kgO1LebvZ

What ALA Round Table Are You?

https://www.buzzfeed.com/nmrt/what-ala-roundtable-are-you-3fke1?utm_term=.ft43GzvaO

Burnout

Burnout is defined as exhaustion of physical or emotional strength or motivation, usually as a result of prolonged stress or frustration. Everyone can be affected by burnout at some stage in their career. One of the most alarming things about burnout is that it impacts those that are engaged in their work the most. If you are invested and interested in your work, it's easy to ignore the warning signs of burnout. Studies show that as many as 44% of those in employed suffer from some stage of burnout, which often leads to depression or leaving their jobs.

With the eagerness and drive to prove worth, new professionals are especially vulnerable to burnout. From taking on too much work, staying late to meet deadlines, and working through vacations, it's vital to be aware of the signs and causes early in your career to help you avoid or at least minimize burnout. A career in librarianship should be fun and rewarding, not a chore that causes high levels of stress and repeated frustration. It is important to know that everyone goes through stress in their levels, but burnout is more severe.

Remembering a few key strategies can help prevent or at least minimize burnout.

The Art of Saying "No"

Working hard and keeping busy at work is often a good feeling. Seeking new challenges and opportunities help us grow and move forward in our careers. However, the art of saying "no" is an essential skill for new librarians. Finding the balance with keeping busy, but not overwhelming yourself early in your career can help create a foundation for a successful career. While passing up on interesting opportunities may be a scary thought, the control in your life you gain by saying no and focusing on other commitments will be reward enough.

An interesting explanation of the power of saying no can be found on this short Ted Talk:

<https://www.youtube.com/watch?v=rMxKNMCNv9I>

Taking breaks

Fortunately a career in librarianship isn't limited to just one task. Librarians often get the opportunity to work in a range of different roles. One thing that can be helpful to reducing or preventing burnout is taking time to work on a creative project. Projects such as graphic design, web design, and craft classes are great ways to change gears and relax at work.

Keeping a to do list will help you stay on track and keep organized. Windows has a very helpful Sticky Note App that comes preinstalled on most computers and can help keep you organized

Unplug

Take time to and unplug. Disconnect from email, social media, and screens. Take some time to go for a walk, exercise, read, or take up a hobby. By disconnecting, you give yourself the time and ability to relax and recharge. Even small amounts of time everyday can add up.

Renegotiate Responsibilities

Saying no and keeping organized are good preventative measures, but if you are still experiencing burnout it is best to address this problem with a supervisor. There may be a way to change your responsibilities by shifting job related responsibilities among employees or by prioritizing tasks over others. Good supervisors understand that a burned out employee will not be as productive.

ALA 101

2018 Emerging Leaders Team H

How To Use These Slides

Hi! If you're the President or advisor of an ALA student chapter, here's a few tips on what to do with this presentation:

- ◆ Show this presentation to your chapter as a way to explain the structure and areas they can be involved in ALA.
- ◆ Take a little time to explain the infographic, as it may not be seen throughout the room. Read those details about the governing structure of ALA.
- ◆ Ask questions of the audience as you go along, and use the links throughout the presentation to answer any questions about a certain area of ALA
- ◆ Don't make it too long, focus on things you know what your audience will find most important.
- ◆ If you are a part of a certain division or roundtable or know someone who is, then use those examples to explain an area versus reading directly off the slide.
- ◆ Look through the slides yourself first so you know in what order things will happen. Download the slides if you want to make changes, add animations, etc.
- ◆ Make it fun! There are a lot of words and links and it can be tedious to read off of slides verbatim. Offer snacks if you can, and have everyone take the quizzes at the end!

ALA 101

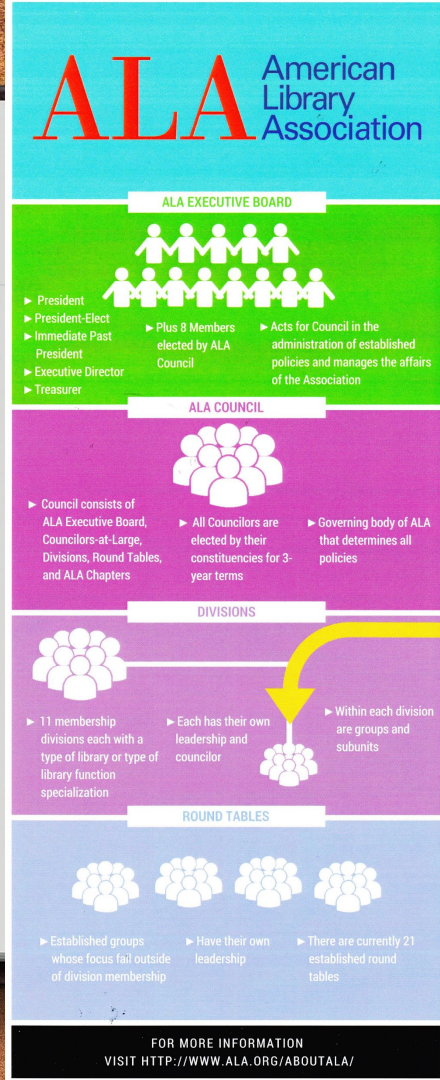
2018 Emerging Leaders Team H

- ◆ Are you confused by ALA?
- ◆ Don't know where you fit?
- ◆ You're in the right place!

Overview

- ◆ ALA Structure
- ◆ Divisions
- ◆ Roundtables
- ◆ Chapters/Affiliates
- ◆ New Members Roundtable
- ◆ Other resources for new members
- ◆ Find out where you fit!

ALA Structure



The 11 ALA Divisions

Divisions

- ◆ [AASL: American Association of School Librarians](#)
 - ◆ The only national professional organization for school librarians and school libraries
- ◆ [ALCTS: Association for Library Collections and Technical Services](#)
 - ◆ For those involved with collection development, collection management, cataloging, and metadata.
- ◆ [ALSC: Association for Library Service to Children](#)
 - ◆ For those providing library services to children and youth.

Divisions

- ◆ [ACRL: Association of College and Research Libraries](#)
 - ◆ For those involved with academic and research libraries
- ◆ [ASCLA: Association of Specialized and Cooperative Library Agencies](#)
 - ◆ For those involved with state library agencies, cooperative systems, consultants, and serving special populations
- ◆ [LITA: Library and Information Technology Association](#)
 - ◆ Focused on providing resources, training, and continuing education focused on technology and new applications for library use

Divisions

- ◆ [LLAMA: Library Leadership and Management Association](#)
 - ◆ For those interested in library management and leadership skills
- ◆ [PLA: Public Library Association](#)
 - ◆ For those in public libraries
- ◆ [RUSA: Reference and User Services Association](#)
 - ◆ For those who focus on connecting people to resources and services.

Divisions

- ◆ [United for Libraries](#)

- ◆ Trustees, Friends groups, Foundations
Provides education, resources, and support for library support groups

- ◆ [YALSA: Young Adult Library Services Association](#)

- ◆ Dedicated to services and resources for teens
Includes: interest groups around specific topics or geographical regions

The 20 ALA Roundtables

Roundtables

- ◆ [EMIERT: Ethnic and Multicultural Exchange RT](#)
 - ◆ Issues of ethnicity in librarianship and ensuring access to and development of ethnic collections, services, and programs
- ◆ [ERT: Exhibits RT](#)
 - ◆ Helping exhibitors at ALA conferences
- ◆ [GAMERT: Games and Gaming RT](#)
 - ◆ Using games and gaming in library settings

Roundtables

- ◆ **GLBTRT: Gay, Lesbian, Bisexual, and Transgender RT**
 - ◆ Serves the needs of the GLBT library community and access to GLBT information in libraries
- ◆ **GODORT: Government Documents RT**
 - ◆ For the librarians working with government documents, including accessibility and bibliographic control, networking, and communication
- ◆ **IFRT: Intellectual Freedom RT**
 - ◆ A place for discussing issues of and libraries' roles in intellectual freedom, supporting librarians involved in censorship matters, etc.

Roundtables

- ◆ [IRRT: International Relations RT](#)
 - ◆ Librarians and library issues around the world, working with international librarians
- ◆ [LearnRT: Learning RT](#)
 - ◆ Continuing education for library workers
- ◆ [LHRT: Library History RT](#)
 - ◆ For researchers of library history and those interested in discussing historical issues in librarianship

Roundtables

- ◆ [LIRT: Library Instruction RT](#)
 - ◆ Promoting resources to help library workers become better teachers
- ◆ [LRRT: Library Research RT](#)
 - ◆ Researching in the field of library and information science, disseminating library research findings to the public, etc.
- ◆ [LSSIRT: Library Support Staff Interests RT](#)
 - ◆ A place for paraprofessional and support staff with resources for training, education, networking, communication, etc.

Roundtables

- ◆ [**MAGIRT: Maps and Geospatial Information RT**](#)
 - ◆ For those working in collections dealing with maps, geography, and geospatial resources
- ◆ [**NMRT: New Members RT**](#)
 - ◆ For those who have been ALA members for fewer than 10 years and are looking to get involved
- ◆ [**RMRT: Retired Members**](#)
 - ◆ Developing programs for retired library workers and fostering continued involvement in the profession

Roundtables

- ◆ **SRRT: Social Responsibilities Round Table**
 - ◆ Works to make ALA more democratic and advocates progressive priorities for the association and for the profession
- ◆ **SORT: Staff Organizations RT**
 - ◆ Encouraging the formation of staff organizations and their cooperation with all library employees
- ◆ **SustainRT: Sustainability RT**
 - ◆ Resources for the library community to support sustainability efforts
- ◆ **VRT: Video Round Table**
 - ◇ All issues related to moving image collections, programming, and services

Other ways to get involved

- ◆ Chapters

- ◆ Representing all 50 states

- ◆ Affiliates

- ◆ Independent groups that affiliate with ALA

- ◆ Ethnic Caucuses

- ◇ American Indian Library Association (AILA)
- ◇ Asian/Pacific American Librarians Association (APALA)
- ◇ Black Caucus of ALA (BCALA)
- ◇ Chinese American Library Association (CALA)
- ◇ National Association to Promote Library and Information Services to Latinos and Spanish Speakers (REFORMA)

New Members Roundtable (NMRT)

- ◆ Roundtable representing over 1000 members from all types of librarianship, whose mission is to help those with less than 10 years in ALA be active members of the association and the profession.
- ◆ Committees include: Annual Social Committee, Online Programs, Online Discussion, Membership, Promotion, Diversity and Recruitment, and Archives- many others and ways for you to be involved!

NMRT Resources

- ◆ Blog- [NMRT Notes](#)
- ◆ [Mentoring Program](#)
- ◆ [Resume review](#)- via email and at conferences
- ◆ Journal- [Endnotes](#)
- ◆ [Funding opportunities](#)
- ◆ [Listserv](#)
- ◆ [Speakers' Pool](#)

Other places for New Professionals

- ◆ [Library Leadership And Management Association \(LLAMA\) New Professionals](#)
- ◆ [Association of College and Research Libraries \(ACRL\) New Members Discussion Group](#)

Can't Decide?

- ◆ Search for a mentor through one of the many ALA mentoring programs!
- ◆ Get connected to your local chapter of ALA to see a range of possibilities
- ◆ Think about the type of library you want to work in or volunteer/work at one you're interested in
- ◆ If you're interested in the more personal interest groups, join those first!

How do I get involved?

- ◆ Attend an in-person meeting at a conference or online
- ◆ Join the listserv for the group you're interested in
- ◆ Reach out to membership chair or President
- ◆ Listen to an ALA podcast
- ◆ Follow them on social media!
- ◆ Join their mentoring program if they have one

Still want some help?

Take our quizzes!

Roundtable

Divisions